

 **Parce que
Radio-Canada,
c'est nous**

Bargaining update | 06
February 15th 2022



The bargaining team needs your help!

Before we get to the latest news from the bargaining table, we want to remind you that STTRC-CSN members are invited to a roaming virtual general meeting that will come to each of our union's sections, starting this week. The invitations have been sent to your personal email address.

After 21 bargaining sessions at which the employer has dodged the issues raised by our bargaining committee and has not been forthcoming with clarifications about the scope and details of its own demands, your presence is very important. It will send a message that you are not happy with the way the talks have been going; a low turnout would send management the opposite message.

Note that two additional sessions have been added (Saturday, February 19 at 10:00 a.m. and Wednesday, February 23 at 12:00 p.m.) for members who can't make it to the scheduled session for their section.

Precarious jobs, diversity and inclusion

On several occasions, the employer's bargaining committee has said it wants to add specific provisions to the collective agreement about increasing diversity in CBC / Radio-Canada's workforce. We asked management to clarify what exactly it has in mind, so the proposals could be analyzed on their merit. In the meantime, our bargaining committee did raise the following points:

- Too many members of minorities have been working at CBC / Radio-Canada with no job security for too long, despite having 12 or even 15 years of experience and seniority;
- CBC / Radio-Canada management already has full discretion in hiring staff and awarding posted positions. No provision in the collective agreement restricts the employer's prerogatives in awarding positions or regular status (that's one of the issues in this bargaining round);
- Management's total discretion in granting positions, assignments, work schedules and regular positions keeps all CBC /

Radio-Canada staff—members of minorities and their co-workers alike—in a precarious situation. This is a cause of deep dissatisfaction among STTRC members and a central issue in the current negotiations.

“No rights, no seniority”

Last Thursday, management got around to clarifying its intentions on diversity in the workforce. Here is the position they brought to the table (we won't comment on the stereotypes that underlie their argument):

- Management wants to hire members of ethnic minorities, Indigenous people, members of gender, sexual orientation and “religion” minorities;
- Since these applicants are likely to fall short of the requirements in the collective agreement (their words), management wants to relax some of the requirements for job postings;
- The union need not fear a parallel universe in which some employees might have more rights than others since the minority employees would have “no rights and no seniority” (their words, obviously).

The employer also saw fit to say that the STTRC collective agreement is “20 years behind” the Guild's collective agreement, which applies in English Canada, when it comes to inclusion and diversity.



Our bargaining committee raised a wide range of objections, some more indignant than others, about the employer's line of argument.

However, we would like to hear your views on management's position. Your reactions on social media and in personal emails (which we keep confidential, of course) to management's demands on employee availability have been very helpful to us at the bargaining table.

What about diversity and inclusion in CBC / Radio-Canada's precarious work environment? We look forward to your feedback.

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